

Those who suffer horrific cruelty at the hands of despotic governments, military and/or police, do bear those scars; they are physical, they are emotional, they are spiritual, they are psychological, and they carry them for the rest of their lives. For many, if not most, the ordeal of torture certainly does not end when they are released from the gulag or the prison.

These victims, and there are millions of them around the world—there are an estimated 400,000 survivors of torture living right here in the United States—need our help. To date we have done far too little to assist these walking wounded. The Torture Victims Relief Act contains a number of important provisions designed to assist torture victims.

First, it authorizes grants for rehabilitation services for victims of torture and for related purposes in both foreign and domestic centers. The bill authorizes such sums as may be needed, subject to the Department of Health and Human Services, for contributions to centers for treatment of torture victims here in the U.S., and there are currently approximately 15 such centers. The precise amount of any contribution to these centers will be decided each year in the appropriation process. The “such sums” authorization language is contained in an amendment which is part of this bill today. It was suggested by the gentleman from Virginia (Mr. BLILEY) of the Committee on Commerce which has jurisdiction over HHS, and I do want to thank Chairman BLILEY for his help on this legislation.

The legislation also authorizes \$5 million in fiscal year 1999 and \$7.5 million in fiscal year 2000 for international torture victim centers, and there are currently approximately 175 of those around the world. Regrettably, all of these centers, domestic and international, are seriously underfunded. As a matter of fact, the Denmark-based International Rehabilitation Council for Torture Victims (IRCT), estimates the worldwide need for assisting victims to be \$28 million, a significant portion of which is totally unmet.

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H.R. 4309 also authorizes a voluntary contribution for the United States to the U.N. Voluntary Fund for victims of torture in the amount of \$3 million in fiscal year 1999 and \$3 million in fiscal year 2000. I am proud to say that our efforts—and it has been bipartisan with the gentleman from California (Mr. LANTOS)—have already had an effect on the U.S. contributions to the Voluntary Fund. The U.S. contribution to this fund in 1995 was \$1.5 million. At the time when we introduced the bill in the 104th Congress, the administration had proposed to cut the fiscal year 1996 contribution to \$500,000. Eventually, in response to our efforts by the supporters of this bill, the administration restored the full \$1.5 million. The bill would bring it up to \$3 million.

The bill also provides specialized training for foreign service officers in the identification of evidence of torture, techniques for interviewing torture victims, and related subjects.

Finally, the bill contains an expression of the sense of Congress that the U.S. shall use its voice and vote in the United Nations to support the investigation and elimination of these heinous practices which are prohibited by the Convention Against Torture. It is a good bill, it is a bipartisan bill, and I hope it gets unanimous support.

Mr. LANTOS. Madam Speaker, I have no further requests for time, and I yield back the balance of my time.

Mr. GILMAN. Madam Speaker, I have no further requests for time, and I yield back the balance of my time.

The SPEAKER pro tempore (Mrs. MORELLA). The question is on the motion offered by the gentleman from New York (Mr. GILMAN) that the House suspend the rules and pass the bill, H.R. 4309, as amended.

The question was taken; and (two-thirds having voted in favor thereof) the rules were suspended and the bill, as amended, was passed.

A motion to reconsider was laid on the table.

COMMISSION ON THE ADVANCEMENT OF WOMEN AND MINORITIES IN SCIENCE, ENGINEERING, AND TECHNOLOGY DEVELOPMENT ACT

Mr. FAWELL. Madam Speaker, I move to suspend the rules and pass the bill (H.R. 3007) to establish the Commission on the Advancement of Women in Science, Engineering, and Technology Development, as amended.

The Clerk read as follows:

H.R. 3007

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development Act”.

SEC. 2. FINDINGS.

The Congress finds the following:

(1) According to the National Science Foundation’s 1996 report, Women, Minorities, and Persons with Disabilities in Science and Engineering—

(A) women have historically been underrepresented in scientific and engineering occupations, and although progress has been made over the last several decades, there is still room for improvement;

(B) female and minority students take fewer high-level mathematics and science courses in high school;

(C) female students earn fewer bachelors, masters, and doctoral degrees in science and engineering;

(D) among recent bachelors of science and bachelors of engineering graduates, women are less likely to be in the labor force, to be employed full-time, and to be employed in their field than are men;

(E) among doctoral scientists and engineers, women are far more likely to be employed at 2-year institutions, are far less likely to be employed in research univer-

sities, and are much more likely to teach part-time;

(F) among university full-time faculty, women are less likely to chair departments or hold high-ranked positions;

(G) a substantial salary gap exists between men and women with doctorates in science and engineering;

(H) Blacks, Hispanics, and Native Americans continue to be seriously underrepresented in graduate science and engineering programs; and

(I) Blacks, Hispanics, and Native Americans as a group are 23 percent of the population of the United States, but only 6 percent are scientists or engineers.

(2) According to the National Research Council’s 1995 report, Women Scientists and Engineers Employed in Industry: Why So Few?—

(A) limited access is the first hurdle faced by women seeking industrial jobs in science and engineering, and while progress has been made in recent years, common recruitment and hiring practices that make extensive use of traditional networks often overlook the available pool of women;

(B) once on the job, many women find paternalism, sexual harassment, allegations of reverse discrimination, different standards for judging the work of men and women, lower salary relative to their male peers, inequitable job assignments, and other aspects of a male-oriented culture that are hostile to women; and

(C) women to a greater extent than men find limited opportunities for advancement, particularly for moving into management positions, and the number of women who have achieved the top levels in corporations is much lower than would be expected, based on the pipeline model.

(3) The establishment of a commission to examine issues raised by the findings of these 2 reports would help—

(A) to focus attention on the importance of eliminating artificial barriers to the recruitment, retention, and advancement of women and minorities in the fields of science, engineering, and technology, and in all employment sectors of the United States;

(B) to promote work force diversity;

(C) to sensitize employers to the need to recruit and retain women and minority scientists, engineers, and computer specialists; and

(D) to encourage the replication of successful recruitment and retention programs by universities, corporations, and Federal agencies having difficulties in employing women or minorities in the fields of science, engineering, and technology.

SEC. 3. ESTABLISHMENT.

There is established a commission to be known as the “Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development” (in this Act referred to as the “Commission”).

SEC. 4. DUTY OF THE COMMISSION.

The Commission shall review available research, and, if determined necessary by the Commission, conduct additional research to—

(1) identify the number of women, minorities, and individuals with disabilities in the United States in specific types of occupations in science, engineering, and technology development;

(2) examine the preparedness of women, minorities, and individuals with disabilities to—

(A) pursue careers in science, engineering, and technology development; and

(B) advance to positions of greater responsibility within academia, industry, and government;

(3) describe the practices and policies of employers and labor unions relating to the recruitment, retention, and advancement of women, minorities, and individuals with disabilities in the fields of science, engineering, and technology development;

(4) identify the opportunities for, and artificial barriers to, the recruitment, retention, and advancement of women, minorities, and individuals with disabilities in the fields of science, engineering, and technology development in academia, industry, and government;

(5) compile a synthesis of available research on lawful practices, policies, and programs that have successfully led to the recruitment, retention, and advancement of women, minorities, and individuals with disabilities in science, engineering, and technology development;

(6) issue recommendations with respect to lawful policies that government (including Congress and appropriate Federal agencies), academia, and private industry can follow regarding the recruitment, retention, and advancement of women, minorities, and individuals with disabilities in science, engineering, and technology development;

(7) identify the disincentives for women, minorities, and individuals with disabilities to continue graduate education in the fields of engineering, physics, and computer science;

(8) identify university undergraduate programs that are successful in retaining women, minorities, and individuals with disabilities in the fields of science, engineering, and technology development;

(9) identify the disincentives that lead to a disproportionate number of women, minorities, and individuals with disabilities leaving the fields of science, engineering, and technology development before completing their undergraduate education;

(10) assess the extent to which the recommendations of the Task Force on Women, Minorities, and the Handicapped in Science and Technology established under section 8 of the National Science Foundation Authorization Act for Fiscal Year 1987 (Public Law 99-383; 42 U.S.C. 1885a note) have been implemented;

(11) compile a list of all Federally funded reports on the subjects of encouraging women, minorities, and individuals with disabilities to enter the fields of science and engineering and retaining women, minorities, and individuals with disabilities in the science and engineering workforce that have been issued since the date that the Task Force described in paragraph (10) submitted its report to Congress;

(12) assess the extent to which the recommendations contained in the reports described in paragraph (11) have been implemented; and

(13) evaluate the benefits of family-friendly policies in order to assist recruiting, retaining, and advancing women in the fields of science, engineering, and technology such as the benefits or disadvantages of the Family and Medical Leave Act of 1993 (29 U.S.C. 2601 et seq.).

SEC. 5. MEMBERSHIP.

(a) NUMBER AND APPOINTMENT.—The Commission shall be composed of 11 members as follows:

(1) 1 member appointed by the President from among for-profit entities that hire individuals in the fields of engineering, science, or technology development.

(2) 2 members appointed by the Speaker of the House of Representatives from among such entities.

(3) 1 member appointed by the minority leader of the House of Representatives from among such entities.

(4) 2 members appointed by the majority leader of the Senate from among such entities.

(5) 1 member appointed by the minority leader of the Senate from among such entities.

(6) 2 members appointed by the Chairman of the National Governors Association from among individuals in education or academia in the fields of life science, physical science, or engineering.

(7) 2 members appointed by the Vice Chairman of the National Governors Association from among such individuals.

(b) INITIAL APPOINTMENTS.—Initial appointments shall be made under subsection (a) not later than 90 days after the date of the enactment of this Act.

(c) TERMS.—

(1) IN GENERAL.—Each member shall be appointed for the life of the Commission.

(2) VACANCIES.—A vacancy in the Commission shall be filled in the manner in which the original appointment was made.

(d) PAY OF MEMBERS.—Members shall not be paid by reason of their service on the Commission.

(e) TRAVEL EXPENSES.—Each member shall receive travel expenses, including per diem in lieu of subsistence, in accordance with sections 5702 and 5703 of title 5, United States Code.

(f) QUORUM.—A majority of the members of the Commission shall constitute a quorum for the transaction of business.

(g) CHAIRPERSON.—The Chairperson of the Commission shall be elected by the members.

(h) MEETINGS.—The Commission shall meet not fewer than 5 times in connection with and pending the completion of the report described in section 8. The Commission shall hold additional meetings for such purpose if the Chairperson or a majority of the members of the Commission requests the additional meetings in writing.

(i) EMPLOYMENT STATUS.—Members of the Commission shall not be deemed to be employees of the Federal Government by reason of their work on the Commission except for the purposes of—

(1) the tort claims provisions of chapter 171 of title 28, United States Code; and

(2) subchapter I of chapter 81 of title 5, United States Code, relating to compensation for work injuries.

SEC. 6. DIRECTOR AND STAFF OF COMMISSION; EXPERTS AND CONSULTANTS.

(a) DIRECTOR.—The Commission shall appoint a Director who shall be paid at a rate not to exceed the maximum annual rate of basic pay payable under section 5376 of title 5, United States Code.

(b) STAFF.—The Commission may appoint and fix the pay of additional personnel as the Commission considers appropriate.

(c) APPLICABILITY OF CERTAIN CIVIL SERVICE LAWS.—The Director and staff of the Commission may be appointed without regard to the provisions of title 5, United States Code, governing appointments in the competitive service, and may be paid without regard to the provisions of chapter 51 and subchapter III of chapter 53 of that title relating to classification and General Schedule pay rates, except that an individual so appointed may not receive pay in excess of the maximum annual rate of basic pay payable under section 5376 of title 5, United States Code.

(d) EXPERTS AND CONSULTANTS.—The Commission may procure temporary and intermittent services under section 3109(b) of title 5, United States Code, at rates for individuals not to exceed the maximum annual rate of basic pay payable under section 5376 of title 5, United States Code.

(e) STAFF OF FEDERAL AGENCIES.—Upon request of the Commission, the Director of the

National Science Foundation or the head of any other Federal department or agency may detail, on a reimbursable basis, any of the personnel of that department or agency to the Commission to assist it in carrying out its duties under this Act.

SEC. 7. POWERS OF COMMISSION.

(a) HEARINGS AND SESSIONS.—The Commission may, for the purpose of carrying out this Act, hold hearings, sit and act at times and places, take testimony, and receive evidence as the Commission considers appropriate. The Commission may administer oaths or affirmations to witnesses appearing before it.

(b) POWERS OF MEMBERS AND AGENTS.—Any member or agent of the Commission may, if authorized by the Commission, take any action which the Commission is authorized to take by this section.

(c) OBTAINING OFFICIAL DATA.—The Commission may secure directly from any department or agency of the United States information necessary to enable it to carry out this Act. Upon request of the Chairperson of the Commission, the head of that department or agency shall furnish that information to the Commission.

(d) MAILS.—The Commission may use the United States mails in the same manner and under the same conditions as other departments and agencies of the United States.

(e) ADMINISTRATIVE SUPPORT SERVICES.—Upon the request of the Commission, the Administrator of General Services shall provide to the Commission, on a reimbursable basis, the administrative support services necessary for the Commission to carry out its responsibilities under this Act.

(f) CONTRACT AUTHORITY.—To the extent provided in advance in appropriations Acts, the Commission may contract with and compensate government and private agencies or persons for the purpose of conducting research or surveys necessary to enable the Commission to carry out its duties under this Act.

SEC. 8. REPORT.

Not later than 1 year after the date on which the initial appointments under section 5(a) are completed, the Commission shall submit to the President, the Congress, and the highest executive official of each State, a written report containing the findings, conclusions, and recommendations of the Commission resulting from the study conducted under section 4.

SEC. 9. CONSTRUCTION; USE OF INFORMATION OBTAINED.

(a) IN GENERAL.—Nothing in this Act shall be construed to require any non-Federal entity (such as a business, college or university, foundation, or research organization) to provide information to the Commission concerning such entity's personnel policies, including salaries and benefits, promotion criteria, and affirmative action plans.

(b) USE OF INFORMATION OBTAINED.—No information obtained from any entity by the Commission may be used in connection with any employment related litigation.

SEC. 10. TERMINATION; ACCESS TO INFORMATION.

(a) TERMINATION.—The Commission shall terminate 30 days after submitting the report required by section 8.

(b) ACCESS TO INFORMATION.—On or before the date of the termination of the Commission under subsection (a), the Commission shall provide to the National Science Foundation the information gathered by the Commission in the process of carrying out its duties under this Act. The National Science Foundation shall act as a central repository for such information and shall make such information available to the public, including making such information available through the Internet.

SEC. 11. REVIEW OF INFORMATION PROVIDED BY THE NATIONAL SCIENCE FOUNDATION AND OTHER AGENCIES.

(a) **PROVISION OF INFORMATION.**—At the request of the Commission, the National Science Foundation and any other Federal department or agency shall provide to the Commission any information determined necessary by the Commission to carry out its duties under this Act, including—

(1) data on academic degrees awarded to women, minorities, and individuals with disabilities in science, engineering, and technology development, and workforce representation and the retention of women, minorities, individuals with disabilities in the fields of science, engineering, and technology development; and

(2) information gathered by the National Science Foundation in the process of compiling its biennial report on Women, Minorities, and Persons with Disabilities in Science and Engineering.

(b) **REVIEW OF INFORMATION.**—The Commission shall review any information provided under subsection (a) and shall include in the report required under section 8—

(1) recommendations on how to correct any deficiencies in the collection of the types of information described in that subsection, and in the analysis of such data, which might impede the characterization of the factors which affect the attraction and retention of women, minorities, and individuals with disabilities in the fields of science, engineering, and technology development; and

(2) an assessment of the biennial report of the National Science Foundation on Women, Minorities, and Persons with Disabilities in Science and Engineering, and recommendations on how that report could be improved.

SEC. 12. DEFINITION OF STATE.

In this Act, the term "State" includes the several States, the District of Columbia, the Commonwealth of Puerto Rico, the Commonwealth of the Northern Mariana Islands, American Samoa, Guam, the Virgin Islands, and any other territory or possession of the United States.

SEC. 13. AUTHORIZATION OF APPROPRIATIONS.

There are authorized to be appropriated to carry out this Act—

- (1) \$400,000 for fiscal year 1999; and
- (2) \$400,000 for fiscal year 2000.

The SPEAKER pro tempore (Mr. SMITH of New Jersey). Pursuant to the rule, the gentleman from Illinois (Mr. FAWELL) and the gentlewoman from Hawaii (Mrs. MINK) each will control 20 minutes.

The Chair recognizes the gentleman from Illinois (Mr. FAWELL).

Mr. FAWELL. Mr. Speaker, I yield such time as she may consume to the gentlewoman from Maryland (Mrs. MORELLA).

Mrs. MORELLA. Mr. Speaker, I rise today in support of H.R. 3007, which is the Commission on the Advancement of Women in Science, Engineering and Technology Development Act. I would like to call it the Wise Tech Act. As my colleagues know, I introduced H.R. 3007 on November 9 of last year.

I think it is fitting that we are considering H.R. 3007 under suspension of the rules today. I have been reading with great interest recent news articles regarding the push by high-tech industries for Congress to approve a temporary increase in the number of H-1B immigration visas for foreign technology workers. It is my understanding

that we will likely consider legislation later this week to do just that. I think it is only appropriate, then, that we also pass legislation this week which will focus on what we can do to make sure American workers are prepared to fill these high-tech jobs.

Over the last decade, the use of technology has transformed almost every sector of our Nation's economy, ranging from transportation and health care to manufacturing and education. In manufacturing alone, high-tech industries now employ close to 1.9 million workers, making them the largest manufacturing employer in the United States. In addition, the Bureau of Labor Statistics has predicted that the demand for highly skilled workers in computer and data processing will more than double over the next 10 years.

Mr. Speaker, I have been working over the past few years to help ensure that American workers have the high-tech skills they need to be successful in the job market that is increasingly dependent upon technological expertise. For example, last spring I had the pleasure of participating in the first Regional Town Hall Meeting on the National Technology Workforce, which was convened in Montgomery County, Maryland. Through those town hall meetings, we hope to bring attention to the issue of preparing our workforce for the 21st century.

Ensuring our workforce is prepared to meet the technology challenges of the future is not only important to me, because I want to ensure the I-270 corridor in my district maintains its technological preeminence, but it is also important from a national perspective. Technology will continue to be the driving force behind a strong economy in the 21st century. We need to make sure that our Nation has a workforce that is capable of meeting the needs of the 21st century economy. Today, as high-tech companies are scrambling to fill jobs, a vast portion of the U.S. labor pool remains underutilized.

Women represent roughly 50 percent of all U.S. workers, but make up only 22 percent of the entire science and engineering workforce. Determining why so few women enter the fields of science, engineering and technology development is a priority. Understanding and addressing such issues could dramatically increase the labor pool available to high-tech companies.

Yes, progress has been made over the last decade in integrating women into the scientific and engineering fields. This has been true in the academic arena and the workforce. The percentage of medical degrees earned by women rose from 8 percent to 38 percent between 1970 and 1993. Even more impressive, according to the Engineering Workforce Commission of the American Association of Engineering Societies, the percentage of Ph.D.s in engineering has increased from 0.4 percent in 1970 to 12.2 percent in 1997. But while such increases are impressive, in

the case of engineering a 3,000 percent increase in just under 30 years, overall, the numbers are still low. As an example, there are only 8.9 percent of women in electronic engineering, whereas we have about 11.4 percent of women in the clergy. Kind of unusual.

That is also why I have introduced H.R. 3007. We need to figure out why women are entering in, and more importantly, staying in, high-tech professions at rates well below their male counterparts.

There have been various attempts in the past, both by the Federal Government and private organizations, to address this issue. The Federal Government in particular has done a good job of collecting relevant information as far as how many women are pursuing science and engineering degrees, and how many of these women ultimately end up entering into the workforce in one of these disciplines. However, we really have not done a very good job of taking the statistical data that has been collected and interpreting it in a way that can be used to develop solutions to the very real problem of the professions at rates that are well below their male counterparts.

Earlier this year, the Subcommittee on Technology held a hearing on H.R. 3007. All of our witnesses agreed that we need to do a better job of coordinating these various attempts to address the issue of women in science and develop a uniform analysis of the problem and provide recommendations for dealing with it. Our witnesses felt that this bill was an important part of that process.

I want to stress to my colleagues that the legislation requires a commission to be comprised of individuals representing private sector entities that employ scientists and engineers, as well as representatives from education and academia, in the same fields. I think that is important, because we want to make sure that the recommendations that are put forth by the commission adequately reflect the needs of the high-tech industries.

In addition, I want to acknowledge that H.R. 3007 was marked up by the Committee on Education and the Workforce and my colleague, the gentleman from New Jersey (Mr. PAYNE) pointed out that in addition to women, minorities and people with disabilities are also significantly underrepresented in all areas of science, engineering and technology development. In fact, while blacks, Hispanics and Native Americans combined represent about 23 percent of the population, only 6 percent are scientists or engineers.

So as a result, the gentleman from New Jersey (Mr. PAYNE) offered an amendment, which was accepted, to require the commission to also examine ways that we can encourage minorities and people with disabilities who are pursuing an education or career in science and engineering, and I think it is appropriate that the commission

look into these issues as well and support efforts to ensure that all Americans have a chance to excel as we make the shift from an industrial age to an information age.

By addressing the problem now, countering the barriers which face women, minority, and disabled scientists and engineers, we can help to ensure that our labor force and the U.S. is ready to meet the challenges of the 21st century.

I am pleased to report that H.R. 3007 was passed by the Committee on Education and the Workforce, has been endorsed by the Institute of Electrical and Electronics Engineers, the IEEE-USA; the American Association of Engineering Societies, the National Society of Professional Engineers, the American Society of Mechanical Engineers, the Association of Women and Science, and in addition, it has been listed as one of the top 7 priorities for women by the Congressional Caucus for women's issues of this session.

Mr. Speaker, I want to thank all of my colleagues for working together in a bipartisan manner on this important legislation. In particular, the gentleman from Wisconsin (Mr. SENSENBRENNER), the chairman of the Committee on Science; and the gentleman from California (Mr. BROWN), the ranking member of the Committee on Science; as well as the ranking member of the Subcommittee on Technology, the gentleman from Virginia (Mr. BOUCHER); and the vice chairman of the Subcommittee on Technology, the gentleman from Minnesota (Mr. GUTKNECHT), for their support of H.R. 3007. Also, the gentleman from Pennsylvania (Mr. GOODLING); the gentleman from Missouri (Mr. CLAY); the gentleman from Illinois (Mr. FAWELL); and the gentlewoman from Hawaii (Mrs. MINK), for bringing this bill to the floor today.

I look forward to working with them and my Senate counterparts to have this bill signed into law before the conclusion of the 105th Congress. I urge all of my colleagues to pass this important measure. I want to recognize some staff that have worked emphatically on this particular bill. Sandy Zimmit in particular, Richard Russell and others from the Committee on Science.

Mrs. MINK of Hawaii. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I am delighted today to rise in support of H.R. 3007, establishing a commission on the advancement of women in science, engineering and technology development. The commission, to be comprised of 11 members, would examine the barriers that women face in science, engineering and technology, and present recommendations on how to overcome such barriers.

I commend the author of this legislation, my colleague from Maryland (Mrs. MORELLA), for her initiative and her tenacity in working on this issue and her determination to help expand opportunities for women in the fields of

science, engineering and technology. We have worked together on many initiatives, particularly in the area of educational and employment opportunities for women. I am pleased to support her legislation and pleased to represent the minority on the Committee on Education and the Workforce who endorse this legislation.

The House approved this legislation several years ago, and I remember having the privilege to manage that bill on the floor at that time. I am pleased that we are working again on a continuation of this issue.

The commission, if created, will address an area critical to the future success of women in our society. With the rapid increase of jobs in the fields of science, engineering and technology, women must be poised to assume a greater role in this employment arena. While we debate the issue of whether we need to raise immigration limitations in order to fill technology jobs, we should also be looking at ways to fill these jobs with those who are currently underrepresented in that industry, including women and minorities. We may be able to fulfill our needs in this industry with our current population if they are probably trained and encouraged to enter this field.

There is abundant evidence that girls and women face barriers in the areas of science, engineering and technology. In some cases, these barriers are at the most basic levels, including elementary and secondary education. The 1992 report, "How Schools Shortchange Girls," published by the American Association of University Women, cited several reports in which girls did not do as well as boys in math and science tests and included evidence that girls were not encouraged to pursue studies or careers in math and science.

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Even though girls did well in these subject areas, they were not encouraged to pursue such studies.

Other issues that may deter women from these fields include sexual harassment, employment discrimination, lack of opportunities for postgraduate studies, difficulties in obtaining financial assistance, lack of access to computers and other technology, and the lack of active recruitment.

There are many complex issues involved, and I believe this commission is needed to learn more about barriers that women face in science and technology. We need sound policy recommendations to increase opportunities for women in science, engineering, and technology.

I urge my colleagues to support H.R. 3007.

Madam Speaker, I am pleased to yield such time as she may consume to the gentlewoman from the District of Columbia (Ms. NORTON).

Ms. NORTON. Madam Speaker, I thank the gentlewoman from Hawaii for yielding to me.

Madam Speaker, I rise to strongly support H.R. 3007 and to thank and con-

gratulate the gentlewoman from Maryland for her hard work in pressing this bill forward.

I rise also on behalf of the bipartisan Women's Caucus to express the strong support of the women of Congress for this particular bill.

The Women's Caucus is 21 years old this year. When you get to be 21, the Caucus decided that it is time to have your own must-pass agenda. The Caucus chose seven bills, all of them consensus bills, and presented those bills to the majority and minority leadership as bills that we thought would make every Member of this body proud.

I am delighted that this is the third of those bills to pass. Women's contraceptive choices for Federal employees has been one. It was not the first. The first was Provisions of the Violence Against Women Act. Tomorrow, Madam Speaker, the Mammography Quality Standards Act, another of the bills that the Congressional Women's Caucus urged on this body, will come to the floor.

I am pleased that the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act now includes also minority and disabled people because this bill comes to the floor at a most propitious time.

There are bills at this time to increase the number of technological workers that would be imported from abroad because of a shortage that all can see throughout the country of such workers. Some oppose those bills because they want such jobs to go to our own workers.

At the same time, we must concede that the shortage is created by the failure of our own workers to be prepared in sufficient numbers for these jobs. So that in order to keep the jobs in this country, some have come forward to say let us import workers for these jobs.

The gentlewoman has focused on one of the reasons for this dilemma in looking to underutilize parts of our population. Women who are now almost half of the work force are far less than half of those represented in science and engineering, yet they come from the same homes, the same backgrounds, the same communities.

We see similar disparities for minorities and disabled people. Surely as we enter a period when technology is the overriding need of the work force, we do not want to leave underrepresented people who would have such skills to offer if they could only be uncovered. So we must begin by finding out why and then finding out what can be done about this dilemma.

This bill in my judgment uses the most efficient way to go at this problem. It is a vehicle designed to find what the facts are and then to get something done.

The commission consists of people from industry and from education. Now those are the people directly responsible for filling this gap. Important

fact finding will be an important part of the commission; how to recruit and retain minorities and women and disabled people.

Such other matters, as what kinds of model programs are there in education and in industry that are already successfully recruiting and retaining minorities and women will, through this commission, be made available to others throughout the country.

This is an innovative piece of legislation that will cost virtually nothing but is likely to produce a great deal for our country. I am pleased that this important bill has come to the floor at the request of the Congressional Women's Caucus among others who recognize the great good it can do. I once again congratulate the gentlewoman from Maryland (Mrs. MORELLA) for her initiative.

Mr. FAWELL. Madam Speaker, I yield myself 3 minutes.

Madam Speaker, I wish to commend the gentlewoman from Maryland (Mrs. MORELLA) for her leadership in putting all of this legislation together and being deeply concerned about the identifying factors that contribute to the underrepresentation of women and minorities and individuals with disabilities in science and technology, an area in which I know the gentlewoman from Maryland has a vast background in. So my congratulations to the gentlewoman from Maryland for being the leading figure here to bring this legislation before us.

Madam Speaker, today I rise in support of this legislation, a bill to establish the Commission on the Advancement of Women in Science, Engineering and Technology Development Act.

The bill establishes an 11-member commission whose purpose would be twofold, first to identify factors contributing to the underrepresentation of women and minorities and individuals with disabilities in the fields of science, engineering, and technology; second, to identify both successful and unsuccessful university and employment policies and practices used to recruit, to retain, and to advance high-tech careers for women and minorities.

Within 1 year, the commission would be required to transmit to Congress and the governors a report containing recommendations on how Federal, State, and local governments, schools, universities, and private industry can encourage women, minorities, and individuals with disabilities to enter the fields of science, engineering, and technology development.

The bill is reported out of both the Committee on Science and the Committee on Education and the Workforce, made several streamlining changes to the introduced bill in order to strengthen the commission.

In addition, this bill includes language to ensure that States are active participants in the commission's selection process by allowing the Chairman and the Vice Chairman of the National Governors Association to appoint four of the 11 commission members.

The bill has been expanded to cover not only women but minorities and individuals with disabilities as well, as I had previously indicated. The bill, as altered, permits the President to select one member of the commission and, in addition, allows the minority leaders of the House and the Senate to each select one member of the commission.

This change will still only permit 11 individuals to sit on the commission and should be noted that the Speaker of the House and the Senate majority leader get to choose two members each.

Other than the aforementioned changes, this bill is identical to H.R. 3007 as reported out of the Committee on Science.

Finally, I am pleased to note that the bill has received the endorsement of the Institute of Electrical and Electronics Engineers, the National Society of Professional Engineers, Women in Technology, and the Association of Women in Science.

I simply urge my colleagues support of this legislation.

Madam Speaker, I yield such time as he may consume to the gentleman from New York (Mr. BOEHLERT).

(Mr. BOEHLERT asked and was given permission to revise and extend his remarks.)

Mr. BOEHLERT. Madam Speaker, I thank my colleague for yielding to me.

Madam Speaker, over the past dozen years, technology has reshaped the face of our economy and our society. From transportation to health care to manufacturing to education, all sectors have been transformed. We can only expect that the dynamic growth in high technology industries and the jobs that they will produce will continue well into the 21st Century.

That is good news. But, unfortunately, while we have made significant progress in recent years to bolster our high-tech work force by integrating women and minorities and people with disabilities, their numbers remain pathetically low.

For example, women represent nearly 50 percent of all U.S. workers but they comprise only 22 percent of the entire science and engineering workforce. We can and must do better.

In our increasingly technological society, education in science and engineering is critically important. H.R. 3007 will help us identify how best to bolster the enrollment of women, minority and people with disabilities in science and engineering programs in our universities, and how to boost and retain their numbers in our workforce.

This bill has been endorsed by the IEEE, the Institute of Electrical and Electronics Engineers, the Association of Women in Science, the National Society of Professional Engineers, the American Society of Mechanical Engineers and the American Association of Engineering Societies. These groups recognize that every sector of the population must be represented in their industry. I strongly support this bill and urge my fellow Members to support it

as well. It is good for science, good for the workforce and our economy and good for the future technological vitality of America.

Finally, I thank the gentlewoman from Maryland (Mrs. MORELLA) for her leadership, for providing the inspiration and the incentive to get this bill moving. I would say to the gentlewoman from Maryland (Mrs. MORELLA), the House, the Nation, owe you a debt of gratitude.

Mr. DAVIS of Virginia. Mr. Speaker, I am very pleased that we are considering today H.R. 3007, the Commission on the Advancement of Women in Science, Engineering, and Technology Development Act, introduced by Representative MORELLA, and of which I am proud to be co-sponsor. This bill is essential to America's continued global competitiveness in developing innovative science and technological advances.

With science and technology being kept components of our nation's economic dominance in the world, we have to keep up in fostering and mining the talents of all our children, both male and female. Since females currently make up very few of our nation's scientists, engineers, and technological innovators, we have a responsibility to steer our businesses, colleges, and communities in a direction that will encourage women to participate in each of these areas.

This legislation represents a critical, positive step towards attracting more women to the study and pursuit of careers in science, engineering, and technology. Fields which have historically been dominated by men. It creates a Commission that will identify over a 1-year period, the factors responsible for the relative lack of women pursuing educations and careers in these disciplines. The Commission will then transmit to Congress their findings and recommendations for encouraging increased female participation in these fields.

I want to commend Mrs. MORELLA for her work on H.R. 3007 in the Science Subcommittee on Technology as well as all of my colleagues on the full Science Committee. This is a worthwhile bill that deserves the support of every Member, and I encourage my colleagues on both sides of the aisle to vote in favor of this legislation.

Mr. MARTINEZ. Mr. Speaker, I rise in strong support of H.R. 3007, which would establish the Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development.

I applaud my good friend Congresswoman MORELLA for authoring this important piece of legislation.

I also thank my colleague on the Committee on Education and the Workforce for amending the legislation during markup to expand the scope of the Commission to minorities.

Historically, women have been underrepresented in scientific occupations.

Barriers to their pursuit of such careers are often found early in their education, when encouragement to achieve in math and science is much more prevalent for boys than for girls.

However, those women who do choose a career path in the sciences or engineering also encounter obstacles later in life, when they experience discrimination, harassment, lower salaries, and limited opportunities for advancement as compared to their male counterparts. Minorities face similar obstacles throughout their lives.

Although blacks, Hispanics and native Americans represent 23 percent of the population, only 6 percent are scientists or engineers.

While the prospects for increasing the representation of women and minorities in these fields are improving, much work still needs to be done.

The Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development would focus attention on the barriers to the recruitment, retention, and advancement of women and minorities in the fields of science and engineering and issue recommendations to break down these barriers and promote equal opportunity.

Later this week, we will consider legislation to expand the H-1B program, because high-tech employers are desperate for workers.

It is my contention that we should also be dedicating ourselves to increasing the opportunities for Americans to pursue these careers.

I believe that H.R. 3007 is an important step in this direction, and I urge my colleagues to support its passage.

Mrs. MINK of Hawaii. Madam Speaker, I have no further speakers, and I yield back the balance of my time.

Mr. FAWELL. Madam Speaker, I have no further requests for time, and I yield back the balance of my time.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Illinois (Mr. FAWELL) that the House suspend the rules and pass the bill, H.R. 3007, as amended.

The question was taken; and (two-thirds having voted in favor thereof) the rules were suspended and the bill, as amended, was passed.

The title of the bill was amended so as to read: "A bill to establish the Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development."

A motion to reconsider was laid on the table.

GENERAL LEAVE

Mr. FAWELL. Madam Speaker, I ask unanimous consent that all Members may have 5 legislative days within which to revise and extend their remarks on H.R. 3007, S. 2112 and S. 2206.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from Illinois?

There was no objection.

CONVEYANCE OF FEDERAL LAND TO CITY OF TRACY, CALIFORNIA

Mr. GILMAN. Mr. Speaker, I move to suspend the rules and pass the bill (H.R. 2508) to provide for the conveyance of Federal land in San Joaquin County, California, to the City of Tracy, California, as amended.

The Clerk read as follows:

H.R. 2508

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. LAND CONVEYANCE, FEDERAL LAND, SAN JOAQUIN COUNTY, CALIFORNIA.

(a) CONVEYANCE REQUIRED.—Notwithstanding any other provision of law (including the

Federal Property and Administrative Services Act of 1949 (40 U.S.C. 471 et seq.), the Attorney General shall convey to the City of Tracy, California (in this section referred to as the "City"), all right, title, and interest of the United States in and to two parcels of real property, consisting of a total of approximately 200 acres, which are located in San Joaquin County, California, and currently administered by the Federal Bureau of Prisons of the Department of Justice.

(b) PURPOSE OF CONVEYANCE.—(1) One of the parcels to be conveyed under subsection (a) consists of approximately 150 acres and is being conveyed for the purpose of permitting the City to use the parcel as the location of a joint secondary and post secondary educational facility and for other educational purposes. If the City determines that a joint secondary and post secondary educational facility is unfeasible for this parcel, the City shall use up to 50 acres of the parcel for at least 30 years as the location for a secondary school and for other educational purposes and use up to 100 acres of the parcel as a public park and for other recreational purposes.

(2) The other parcel to be conveyed under subsection (a) consists of approximately 50 acres and is being conveyed for the purpose of permitting the City to use the parcel for economic development.

(c) TIME FOR CONVEYANCE.—Not later than 210 days after the date of the enactment of this Act, the Attorney General shall complete the conveyance to the City of the parcel of real property referred to in subsection (b)(1).

(d) CONSIDERATION.—(1) The parcel of real property referred to in subsection (b)(1) shall be conveyed to the City without consideration.

(2) As consideration for the conveyance of the parcel referred to in subsection (b)(2), the City shall pay to the Attorney General, under such terms as may be negotiated by the City and the Attorney General, an amount equal to the fair market value of the parcel as of the time of the conveyance. The fair market value of the parcel shall be determined, in consultation with the Administrator of General Services, in accordance with Federal appraisal standards and procedures.

(e) CONDITIONS ON USE.—(1) The use of the real property conveyed under subsection (a) for educational purposes, as provided in subsection (b)(1), shall be subject to the approval of the Secretary of Education under the guidelines for educational use conveyances under the Federal Property and Administrative Services Act of 1949 (40 U.S.C. 471 et seq.).

(2) If a portion of the conveyed real property is used as a public park or for other recreational purposes, as provided in subsection (b)(1), the use of such portion shall be subject to the approval of the Secretary of the Interior under the guidelines for recreational use conveyances under the Federal Property and Administrative Services Act of 1949 (40 U.S.C. 471 et seq.).

(f) REVERSIONARY INTERESTS.—(1) During the 20-year period beginning on the date the Attorney General conveys the parcel referred to in subsection (b)(1), if the Secretary of Education determines that the portion of the parcel that is to be used for educational purposes is not being used for such purposes, all right, title, and interest in and to that portion of the parcel, including any improvements thereon, shall revert to the Department of Justice.

(2) If a portion of the parcel referred to in subsection (b)(1) is to be used as a public park or for other recreational purposes, as provided in such subsection, and the Secretary of the Interior determines that such portion is no longer being used for such pur-

poses, all right, title, and interest in and to that portion of the property, including any improvements thereon, shall revert to the Department of Justice.

(g) DESCRIPTION OF PROPERTY.—The exact acreage and legal description of the real property to be conveyed under subsection (a) shall be determined by a survey satisfactory to the Attorney General. The cost of the survey shall be borne by the City.

(h) ADDITIONAL TERMS AND CONDITIONS.—The Attorney General may require such additional terms and conditions in connection with the conveyance under subsection (a) as the Attorney General considers appropriate to protect the interests of the United States.

The SPEAKER pro tempore (Mrs. MORELLA). Pursuant to the rule, the gentleman from New York (Mr. GILMAN) and the gentlewoman from the District of Columbia (Ms. NORTON) each will control 20 minutes.

The Chair recognizes the gentleman from New York (Mr. GILMAN).

Mr. GILMAN. Madam Speaker, I yield myself such time as I may consume.

Madam Speaker, I am appearing on behalf of the gentleman from California (Mr. HORN), who has worked on this measure. H.R. 2508 is a bill to provide for the conveyance of Federal land in San Joaquin County, California, to the City of Tracy, California. This piece of legislation transfers a 200 acre parcel of real estate currently administered by the Department of Justice to the City of Tracy, California.

Under this measure, the City of Tracy would be required to devote a section of the land to the establishment of a school; would also be used for economic development. The Federal Government would retain a reversionary interest, should the government find that the land is not used for those purposes.

The land in question, Madam Speaker, has been sitting vacant since 1981. The proposed development of this land by the City of Tracy would bring significant benefits to that area. The amendment in the nature of a substitute makes minor changes to the bill, such as adjusting the requirement that the City of Tracy, California, use a section of the conveyed land for educational purposes and a section for economic development. The city would be required to pay the fair market value for the property used for economic development.

It is a bipartisan measure that will result in improved opportunities for education, for recreation and economic development, in California's Central Valley. Accordingly, I urge our colleagues to support this measure.

Madam Speaker, I yield such time as he may consume to the gentleman from California (Mr. POMBO).

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Mr. POMBO. Madam Speaker, I thank the gentleman from New York (Mr. GILMAN) for yielding me this time.

This bill, H.R. 2508, is the culmination of many years of work that we have put in in trying to address the educational needs of the community